



FOSTER CREEK CONSERVATION DISTRICT

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November 2, 2001

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WDFW
OFFICE OF THE DIRECTOR

Jeff Koenings
Director
600 Capitol Way N.
Olympia, WA 98501-1091

Dear Jeff,

We are writing this letter in regards to an employee of yours Ron Fox, who is a Wildlife Biologist with your office in Wenatchee, and his high level of contribution he has made to our district and the HCP we are developing.

The Foster Creek Conservation District started development of a multi-species HCP for Douglas County in March of 2000. At the start of the HCP it was uncertain the amount of time, energy and financial resources that we would need to make it successful. The project was well on its way by June of 2000 with the Technical and Landowner Committees meeting together and separately. Ron became a member of the technical committee.

In February of this year, there was turnover in key personnel here at the district as it related to the HCP, and there was also a concern if enough financial resources were available to complete the HCP. It soon became very apparent that the successful completion of the HCP was going to fall on the shoulders of the committee members and some members of our board.

As the district looked for a new HCP Manager, Ron took on the role of finding some funding for the HCP. Ron became aware of the funding that was going to be available from the USFWS for the planning process of HCP's nation wide and recommended that we go for it. Ron spent countless hours writing and going over every detail of the HCP. Helping develop timelines, what the benefits of developing this HCP would be, and the impacts of not receiving funding for the HCP would be to Douglas County.

When the grant was submitted in June, it soon became apparent that we were up against a lot of other well qualified HCP's regionally as well as nation wide. Ron



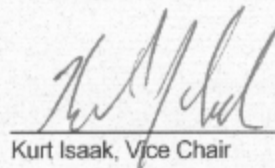
followed the grant closely as it went through the state and regional offices, making sure that the HCP would be successful.

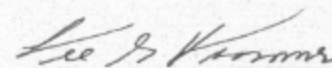
On September 25, the Foster Creek Conservation District received news that we had received a \$358,260.00 for the planning phase of our HCP. This money assures the successful completion of the HCP here in Douglas County. Without Ron's time and effort in helping obtain this grant we would have never received this funding and the completion of the HCP would have been in doubt.

In short, Ron has been instrumental in the success of the Douglas County HCP. His high level of professionalism, ability to get along with everyone, and his high level commitment has made him a pleasure to work with.

Sincerely,

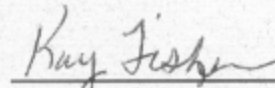

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